



Excess Hours Thresholds (Overtime)

Thresholds are the workday or work week limits, beyond which excess (overtime) compensation is due. The form and rate of compensation comply with the Collective Bargaining Agreements (CBAs), Montgomery County Personnel Regulations (MCPR), and the Fair Labor Standard Act (FLSA), as determined by a position's Job Class, FLSA Status, and Grade.

Excess Hours	FLSA Non-Exempt	FLSA Exempt, Below Grade 25	FLSA Exempt, Grade 25 & Above	MLS, Directors, Question A Management
Daily Thresholds*	8	8	8	N/A
Weekly Thresholds	40	40**	N/A	N/A
Bi-Weekly Thresholds ***	N/A	80	80	80
Default Form of Payment	Overtime Pay	Compensatory Leave	Compensatory Leave	Unpaid
Rate of Payment	1.5	1.5	1.0	Unpaid

Notes-

* Daily Thresholds are based on scheduled hours, typically 8 hours. For Full time employees, weekly thresholds must be met before weekly or bi-weekly thresholds are triggered. For Part-time employees and some schedules, daily thresholds will trigger excess hours (overtime).

** MCGEO CBA allows for Exempt Employees below Grade 25 to request alterations to workday/work week. These requests are subject to Management approval. These requests are considered "employee directed" rather than "management directed."

*** Public Safety Employees (FOP, IAFF and SHF) are subject to adjusted bi-weekly FLSA 7(k) thresholds, regardless of FLSA Status or Grade.

